

Heart of England Mencap Our Approach to Safeguarding.

Heart of England Mencap is committed to creating a safe and positive environment for the people we support and for our staff & volunteers.

We have established policies, procedures, and specialised training to enable us to safeguard those at risk and ensure a safe working environment for all. It is a key operational and strategic goal to enable a culture that focuses on safeguarding and the personalised outcomes desired by people with care and support needs. We will give equal priority to keeping all adults at risk safe regardless of their age, disability, gender, reassignment, race, religion or belief, sex, or sexual orientation.

We also recognise that people from these backgrounds may face additional barriers due to communication or the impact of discrimination and we will be proactively supporting those to be overcome. Our Safeguarding Policy sets out the guidelines for protecting the people we support through all areas of our work to ensure;

- Our employees, volunteers, and those who engage with us are skilled, confident, and are supported in meeting their responsibilities in protecting the people we support from harm and in working in ways that positively enhance their experience.
- Our procedures are in place to prevent and deal with the actions and behaviour of anyone that could result in the people we support coming to harm and/or placing them at risk of harm.
- We will ensure our employees, volunteers and those we support to understand our responsibilities to prevent and respond to any incidents of harm to them, arising from the behaviours or actions of anyone and the routes for reporting such incidents are clear.

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Governance & Oversight:

We believe that for safeguarding to be truly effective there has to be effective oversight and a regular review of the policies, practice, and systems in place. We are committed to recognising, learning from, and then championing good practice examples across the organisation which will help us create our desired learning culture.

Therefore we have appointed a team of Designated Safeguarding Leads (DSLs) from across the organisation and have identified a member of the trustee board who takes responsibility for safeguarding at the highest level in our organisation.



Edd Terrey



Victoria Hughes



Dean Crawford



Marie Divers



Jenna Haycock



Rachel Hewitt



Gavin Tippins



Lorna Haynes



Scott Ferguson



Carol Golbourn



Ciera Caffrey

DSLs

This group will meet regularly and will discuss current safeguarding issues, analyse trends, share good practice, and discuss national safeguarding news. Members of this group will also lead any internal Serious Incidents Reviews and will share their work and ideas across the organisation to help promote and champion good practice to help ensure we have a culture of accountability and continuous improvement in regards to safeguarding.

If you or anyone you support have any questions or concerns please email:

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An Independent Local Society, affiliated to the Royal Mencap Society